Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Government of Canada Gouvernement du Canada

Canada

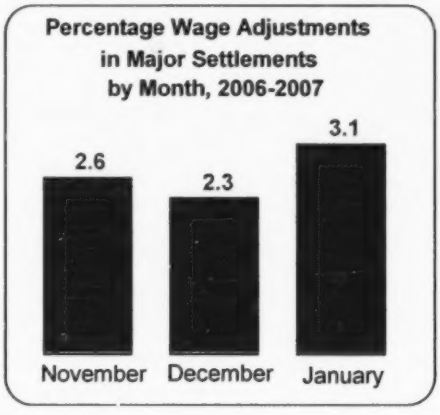
Wage Settlements

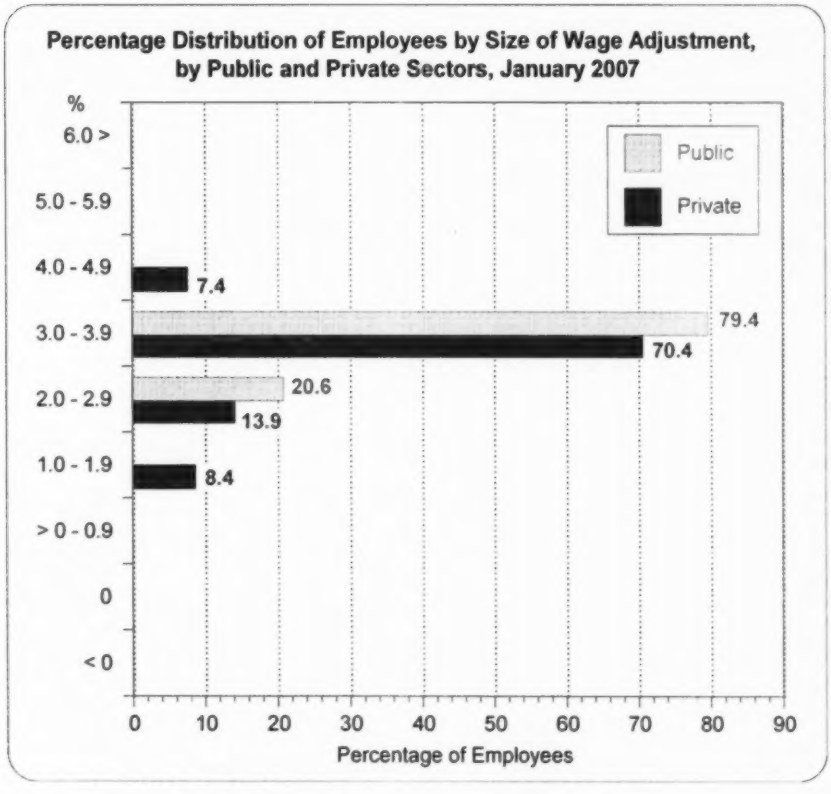
Wage Settlements Covering 500 or More Employees
January 2007

Major collective bargaining settlements reached in January 2007 provided base-rate wage adjustments averaging 3.1% annually over the contract term.

The results for January 2007 are based on a review of only 16 settlements reached and cover 21,745 employees.

When the parties to these January settlements previously negotiated, the resulting wage adjustments averaged 2.8%, lower than in their current settlements. Contract duration in January 2007 averaged 36.8 months, compared to 36.1 months in the previous round of settlements.





Wage adjustments in the public sector were slightly higher than those in the private sector. The public-sector average for 10,200 employees in 7 agreements was 3.2%. All 7 of these agreements were in the education, health and social services sector including 3 Alberta education-sector agreements averaging 3.6%; these 3 agreements covered 53.9% of all public-sector employees.

The private-sector average for 11,545 employees in 9 agreements was 2.9%. Wage increases in this sector ranged from 1.4% (Mabe Canada in Quebec) to 4.0% (electricians in the Nova Scotia construction industry).

On an industry basis, the largest concentration of employees (46.9%) was in the education, health and social services sector with wage adjustments at 3.2%. The largest wage increase was in the construction sector at 4.0%. The smallest adjustment in January 2007 was in manufacturing at 1.7%. Manufacturing adjustments continue to be low following a trend established in 2006 averaging 1.9%.

On a regional/jurisdictional basis, wage adjustments were largest in Nova Scotia at 4.0% (a single agreement, covering the construction electricians) and smallest in Quebec at 1.4% (a single agreement with Mabe Canada).

In January 2007, the majority of employees covered (74.6% of all workers) received wage increases in the 3.0 to 3.9% range.

Average Annual Percentage Wage Adjustments by Month

	2006		2007
	November	**December**	**January**
Sectors			
Public Sector	3.0	2.7	3.2
Private Sector	1.4	1.8	2.9
All Industries/Jurisdictions			
Average Annual Adjustment	2.6	2.3	3.1
Non-COLA	2.6	2.3	3.2
COLA	-	2.6	2.7
First-Year Adjustment	2.6	2.0	3.0
Non-COLA	2.6	2.0	3.1
COLA	-	2.8	2.4

	2006		2007
	November	December	January
Industries			
Primary Industries	3.0	2.1	-
Utilities	-	4.4	3.1
Construction	-	3.5	4.0
Manufacturing	1.7	2.6	1.7
Wholesale and Retail Trade	1.2	1.4	-
Transportation	4.0	3.0	3.2
Information and Culture	-	1.2	-
Finance and Professional Services	-	2.5	-
Education, Health and Social Services	3.0	2.5	3.2
Entertainment and Hospitality	-	2.6	2.0
Public Administration	2.6	2.8	-
Jurisdictions			
Newfoundland and Labrador	1.7	2.0	-
Prince Edward Island	-	2.1	2.9
Nova Scotia	2.9	-	4.0
New Brunswick	-	3.5	-
Quebec	3.2	2.5	1.4
Ontario	2.1	1.7	2.9
Manitoba	2.7	2.7	2.7
Saskatchewan	2.0	-	-
Alberta	4.0	3.9	3.6
British Columbia	-	3.0	2.0
Federal Jurisdiction	2.5	0.8	3.2

Average Annual Percentage Wage Adjustments by Quarter

	2006			
	1st	2nd	3rd	4th
Sectors				
Public Sector	2.2	2.8	2.7	2.9
Private Sector	2.5	2.2	2.5	1.4
All Industries/Jurisdictions				
Average Annual Adjustment	2.2	2.7	2.6	2.1
Non-COLA	2.2	2.7	2.6	2.1
COLA	2.9	2.2	2.5	2.6
First-Year Adjustment	2.0	2.8	2.2	2.2
Non-COLA	2.0	2.9	2.2	2.2
COLA	3.0	1.9	2.4	2.8
Industries				
Primary Industries	1.5	2.7	-	3.0
Utilities	2.6	1.9	2.6	3.6
Construction	-	3.7	3.5	3.5
Manufacturing	2.1	1.8	2.4	2.1
Wholesale and Retail Trade	1.7	2.1	-	1.1
Transportation	2.2	2.8	2.0	2.9
Information and Culture	3.3	2.4	0.5	1.2
Finance and Professional Services	2.5	2.5	2.5	2.5
Education, Health and Social Services	2.1	2.8	2.6	2.9
Entertainment and Hospitality	2.7	3.1	2.9	2.8
Public Administration	2.7	3.0	2.8	2.8

	2006			
	1st	2nd	3rd	4th
Jurisdictions				
Newfoundland and Labrador	1.5	2.0	-	1.9
Prince Edward Island	-	2.8	2.9	2.1
Nova Scotia	-	3.1	3.2	2.9
New Brunswick	3.8	1.2	3.0	3.5
Quebec	2.1	1.8	1.7	2.7
Ontario	2.7	2.9	2.9	1.5
Manitoba	2.4	3.1	2.6	2.6
Saskatchewan	2.1	-	-	2.0
Alberta	3.1	3.4	3.5	3.9
British Columbia	1.6	2.7	2.8	3.4
Territories	-	3.1	-	-
Multiprovince	3.3	4.1	-	-
Federal Jurisdiction	2.3	2.6	2.2	2.2

Average Annual Percentage Wage Adjustments by Year

	2004	2005	2006	2007
Sectors				
Public Sector	1.4	2.2	2.6	3.2
Private Sector	2.2	2.4	2.1	2.9
All Industries/Jurisdictions				
Average Annual Adjustment	1.8	2.3	2.5	3.1
Non-COLA	1.7	2.2	2.5	3.2
COLA	3.0	2.5	2.5	2.7

	2004	2005	2006	2007
First-Year Adjustment	1.1	2.1	2.4	3.0
Non-COLA	0.9	2.1	2.4	3.1
COLA	3.2	2.8	2.4	2.4
Industries				
Primary Industries	3.0	2.1	2.7	-
Utilities	3.1	2.6	2.3	3.1
Construction	2.7	2.4	3.5	4.0
Manufacturing	2.4	2.4	1.9	1.7
Wholesale and Retail Trade	1.4	1.9	1.1	-
Transportation	0.6	2.9	2.1	3.2
Information and Culture	2.7	2.4	2.5	-
Finance and Professional Services	1.3	2.3	2.5	-
Education, Health and Social Services	0.9	2.1	2.5	3.2
Entertainment and Hospitality	2.7	1.9	2.9	2.0
Public Administration	2.4	2.4	2.8	-
Jurisdictions				
Newfoundland and Labrador	1.0	2.1	1.7	-
Prince Edward Island	2.4	2.5	2.7	2.9
Nova Scotia	4.7	3.2	3.1	4.0
New Brunswick	4.1	3.0	2.9	-
Quebec	2.6	1.6	1.8	1.4
Ontario	3.0	2.7	2.5	2.9
Manitoba	2.6	2.9	2.6	2.7
Saskatchewan	1.0	1.9	2.1	-

	2004	2005	2006	2007
Alberta	3.1	3.0	3.4	3.6
British Columbia	-1.6	0.5	2.5	2.0
Territories	3.0	3.0	3.1	-
Multiprovince	2.7	4.1	3.5	-
Federal Jurisdiction	1.6	2.6	2.3	3.2

Note: *Data for 2007 cover the month of January.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1987

Year	Public	Private	All
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5

Year	Public	Private	All
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.2	1.8
2005	2.2	2.4	2.3
2006	2.6	2.1	2.5
2007	3.2	2.9	3.1

Note: *Data for 2007 cover the month of January.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 314kb).

Major Settlements Reached in January 2007

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
Bruce Power LP, General Partner Bruce Power Inc. province-wide, Ontario Canadian Union of Public Employees (CLC) general tradesmen; office employees	2,600	3.1*	36.0	Dec 31, 2009
Enbridge Gas Distribution province-wide, Ontario Communications, Energy and Paperworkers Union of Canada (CLC) utility workers; office employees and technicians	810	3.0	24.0	Dec 31, 2008
2 agreements	**3,410**	**3.1**	**33.2**	
Construction				
Construction Management Bureau Limited Mainland, Nova Scotia International Brotherhood of Electrical Workers (AFL-CIO/CLC) electricians	850	4.0	36.0	Apr 30, 2009
1 agreement	**850**	**4.0**	**36.0**	
Manufacturing				
Invista Canada Company Kingston, Ontario Kingston Independent Nylon Workers Union (Independent-local) production and maintenance employees	900	2.0	36.0	Jan 27, 2010
Mabe Canada Inc. Montréal, Quebec Communications, Energy and Paperworkers Union of Canada (CLC) production employees	965	1.4*	60.0	Mar 04, 2012
2 agreements	**1,865**	**1.7**	**48.4**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Transportation				
Canadian National Railway Company system-wide, excluding N.L., Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) shopcraft employees	1,980	3.3	48.0	Dec 31, 2010
Canadian National Railway Company system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) office employees	2,150	3.3	48.0	Dec 31, 2010
Sobeys Milton Retail Support Centre Milton, Ontario United Food and Commercial Workers Canada (CtW/CLC) warehouse employees; maintenance employees; administrative and support employees	630	3.0	36.0	Jan 31, 2010
3 agreements	**4,760**	**3.2**	**46.4**	
Education, Health and Social Services				
Calgary Roman Catholic Separate School District No. 1 Calgary, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	2,700	3.3	12.0	Aug 31, 2007
Edmonton School District No. 7 Edmonton, Alberta Canadian Union of Public Employees (CLC) custodial employees	800	3.8	36.0	Aug 31, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Edmonton School District No. 7 Edmonton, Alberta Canadian Union of Public Employees (CLC) office employees; service employees; technical employees	2,000	3.9	36.0	Aug 31, 2009
Louis Riel School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers	1,000	3.0	36.0	Jun 30, 2009
Prince Edward Island Department of Health province-wide, Prince Edward Island Prince Edward Island Union of Public Sector Employees (CLC) health and social care professional employees; health service employees	1,000	2.9	36.0	Mar 31, 2009
Red River College Winnipeg, Manitoba Manitoba Government and General Employees' Union (CLC) instructors; office employees; technical employees	1,100	2.5	35.8	Jun 19, 2009
University of Western Ontario London, Ontario University of Western Ontario Faculty Association (Independent-local) lecturers	1,600	3.1	48.0	Jun 30, 2010
7 agreements	**10,200**	**3.2**	**31.5**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Entertainment and Hospitality				
White Spot Limited Vancouver and other centres, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) restaurant employees	700	2.0	36.0	Jan 15, 2010
1 agreement	**700**	**2.0**	**36.0**	
Agreements with COLA - 2 agreements	**3,565**	**2.7**	**42.5**	
Agreements without COLA - 14 agreements	**18,220**	**3.2**	**35.7**	
All Agreements - 16 agreements	**21,785**	**3.1**	**36.8**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Canada Post	CUPW	48,000	TENT	Jan 07
Government of Canada	Various unions	13,040	ARB/CO/ B/TENT	May 02–Sep 05
VIA Rail Canada	CAW-CANADA	3,260	B	Dec 06
Government of Nunavut	PSAC	2,100	B	Sep 06
National Research Council Canada	Various unions	1,000	B	Dec 04/Apr 05
Private Sector				
Air Canada (wage reopeners)	CUPE	7,840	MED	Jun 06
Canadian Pacific Railway	Teamsters	6,700	CO/B	Dec 06
British Columbia Maritime Employers Association	ILWU	3,700	B	Mar 07
Canadian National Railway	UTU	3,000	TENT	Dec 06
Expertech Network Installation (Que. and Ont.)	CEP	1,600	TENT	Nov 06
Eastern Canada Car Carriers	Teamsters	1,340	CO	Oct 06
Saskatchewan Wheat Pool	Grain Services Union	750	CO	Jan 06

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions				
Public Sector				
Provincial Health Authorities of Alberta	Nurses	23,000	B	Mar 07
City of Montreal	Various unions	17,800	B	Dec 06
Government of Saskatchewan	SGGEU	13,000	TENT	Sep 06
Government of Ontario	AMAPCEO	7,300	B	Mar 06
Société de transport de Montréal	CUPE/CSN	6,250	B	Jan 07
Capital District Health Authority	NSGEU	5,500	B	Oct 06
City of Vancouver	CUPE	5,270	B	Dec 06
Saskatchewan Telecommunications	CEP	3,460	B	Mar 07
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Ottawa Hospital	CUPE	3,000	B	Sep 06
City of Toronto	IAFF	2,950	B	Dec 06
Saskatchewan Association of Health Organizations	HSAS	2,700	B	Mar 07
Government of New Brunswick	CUPE	1,640	B	Feb 06
SaskPower	IBEW	1,340	B	Dec 06
Health Authorities of Prince Edward Island	IUOE	640	CO	Mar 06

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Construction Industry in Quebec	Various unions	173,620	B	Apr 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
No Frills Franchise Stores (Ont.)	UFCW	5,200	B	Jan 07
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	CO	Mar 05
ALCOA (Que.)	CSN	1,800	B	Mar 07
Iron Ore Company of Canada (N.L.)	Steelworkers	1,000	CO	Feb 07
Saint John Construction Association	UBCJ	800	TENT	Jun 06

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Canada Safeway Ltd. (Alta.)	UFCW	6,800	Mar 07
Government of Nova Scotia	NSGEU	5,800	Mar 07
City of Quebec	Various unions	4,020	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	Oct 06
Government of Yukon	PSAC	2,800	Dec 06

Employer	Union	Employees	Expiry Month
Government of Prince Edward Island	PEIUPSE	2,440	Mar 07
Capital District Health Authority	NSGEU	2,400	Oct 06
Ottawa Hospital	OPSEU	2,000	Mar 07
Maple Leaf Pork (Ont.)	UFCW	1,100	Mar 07

Major Work Stoppages

Major work stoppages involving 500 or more employees from **February 23 to March 8, 2007.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Association patronale des centres de la petite enfance Montréal and Laval, Quebec Fédération de la santé et des services sociaux de la CSN 500 kitchen staff, office employees, and caregivers	Wages and job classification	Feb 26/2007 Rotating strike Feb 22/2007 Feb 14/2007 Feb 5/2007	Feb 26/2007 Tentative settlement (Mar 3/2007) Feb 23/2007 Feb 15/2007 Feb 5/2007
Canadian National Railway Company Canada-wide United Transportation Union 2,600 conductors and yardmen	Wages and working hours	Feb 10/2007	Feb 24/2007 Tentative settlement
Parkland School Division No. 70 Stony Plain and area, Alberta Alberta Teachers' Association 675 teachers	Wages, benefits, working conditions, and contract length	Feb 16/2007	

Innovative Workplace Practices for the Year 2006

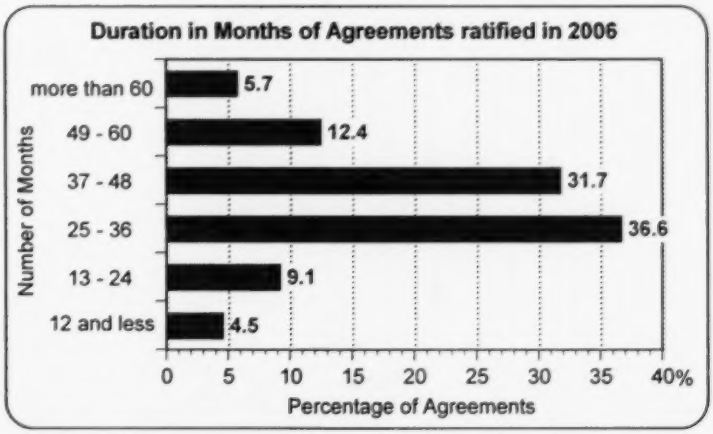
Workplace Information
Labour Program, Human Resources and Social Development Canada

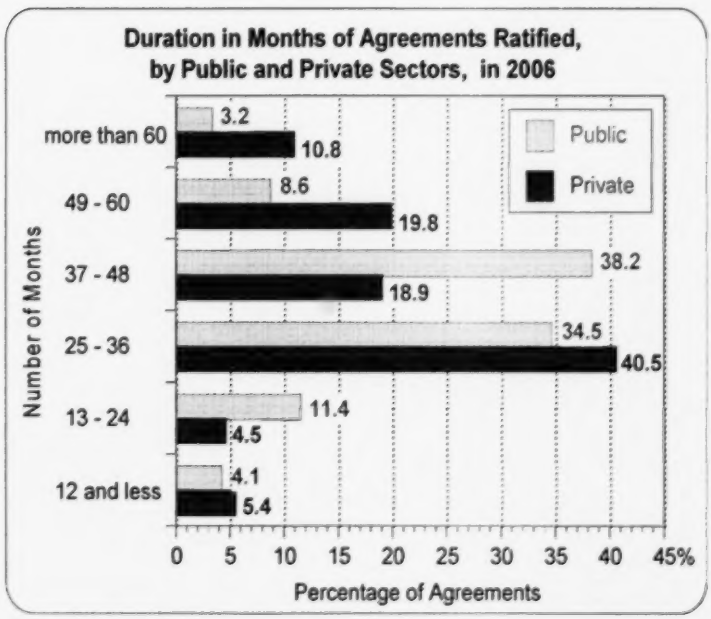
Workplace Information publishes a quarterly analysis on the duration of the collective agreements and workplace innovation provisions. This article summarizes innovative workplace practices from summary reports of collective agreements ratified in 2006.

Duration

Overview

In 2006, 331 analysed collective agreements showed durations between 6 to 102 months. Of these, 35% have a duration of 36 months and 30.2%, a duration of 48 months. Even if the duration varies a great deal, two thirds have a duration of 36 or 48 months. The overall average duration for 2006 is 43 months.





Public and Private Sectors

The average duration in public-sector agreements was 42.3 months. Approximately 2 out of 5 agreements (38.2%) had a duration of 48 months and another 34.5 % had a duration of 36 months.

In the private sector, the average duration of collective agreements was 45.4 months. More than 2 out of 5 (40.5%) had a duration of 36 months and approximately 20% of agreements had a duration of 48 and 60 months respectively.

In the public sector, the longest duration (96 months) was reached in the collective agreement negotiated between the Government of Canada and Union of Correctional Officers Canada; while the private sector's longest duration (84 months) was signed by Qit-Fer & Titane inc., Sorel, Quebec, and Fédération de la métallurgie.

Innovative Workplace Practices

The overview of workplace innovations is based on a review of collective agreements settled in 2006. Of these, 37.3% contained provisions considered to be innovative or of a particular interest. The relevant innovative practices apply to compensation, health and welfare, working conditions, education and training, leave and labour-management committees.

A compilation of the quarterly analyses of provisions considered innovative in 2006 is available at Innovative Workplace Practices for the Year 2006.

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

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Ottawa-Gatineau area at 1-819-997-3117

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